

# 2022 Pulse Action Planning

The Pulse 'Action Plan' initiative encourages each Faculty, Institute, and Central Portfolio to target areas of target areas locally from the Pulse results. By July 2023:

- 35 Action Plans had been submitted.
- 276 specific initiatives identified to address areas of focus had been developed.
- 62% of initiatives were either fully completed or close to being completed/implemented.

# You said, we did

The quality of ideas and initiatives built from Pulse results has been excellent. Below are some examples across a variety of units to showcase the great work being done across UQ, grouped by the most common themes identified across Institutes, Faculties and Central Portfolios as areas of focus. The example initiatives in each theme are from multiple different action plans, highlighting the diverse initiatives across UQ. For interpretation, the data presented below comes from the [UQ Wide Pulse 2022 results](#).

Accountability	Change Management	Communication
<p><i>The 2022 Pulse survey told us that 47% of respondents agreed that staff were held accountable for bad behaviour.</i></p>	<p><i>The 2022 Pulse survey told us that 50% of respondents agreed that change was handled well in my organisational unit.</i></p>	<p><i>The 2022 Pulse survey told us that 63% of respondents agreed that their organisational unit had effective communication processes.</i></p>
<ul style="list-style-type: none"> <li>• Co-creation of a Team Charter agreeing to ways of working.</li> <li>• Creation of a Sexual Misconduct Prevention and response working party.</li> </ul>	<ul style="list-style-type: none"> <li>• Development of a 2023 Consultation roadmap</li> <li>• Providing information more regularly and transparently regarding budget, funding, and allocation of funding.</li> <li>• Consultation on hiring plans and recruitment strategies.</li> </ul>	<ul style="list-style-type: none"> <li>• Establishing a research conference to improve knowledge sharing and sharing successes.</li> <li>• Implementation of a communication strategy to increase regularity of information distribution.</li> <li>• Inclusion of a comments/suggestions box in the staff room.</li> </ul>
Career development	Workload	Work-related stress / Wellbeing
<p><i>The 2022 Pulse survey told us that 52% of respondents agreed that they were satisfied with career development opportunities they could access at UQ.</i></p>	<p><i>The 2022 Pulse survey told us that 56% of respondents agreed that the workload expected of them was manageable.</i></p>	<p><i>The 2022 Pulse survey told us that 56% of respondents agreed that their work-related stress levels were manageable.</i></p>
<ul style="list-style-type: none"> <li>• Creation, launch and engagement with UQ <a href="#">Leadership Development programs</a>.</li> <li>• Creation and implementation of Mentoring programs with training for mentors/mentees</li> <li>• Promotion of internal and external (out of org unit) secondment opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Reviewing program structures and rationalising courses to reduce course to staff member ratios.</li> <li>• Creating a School Workload policy.</li> <li>• Identifying where any processes could be integrated with Workday for simplification.</li> </ul>	<ul style="list-style-type: none"> <li>• Opt in for “meeting free” days</li> <li>• Creation of a “Ministry of Fun” to organise social activities and staff connectedness.</li> <li>• Yoga sessions promoted and available for staff</li> </ul>